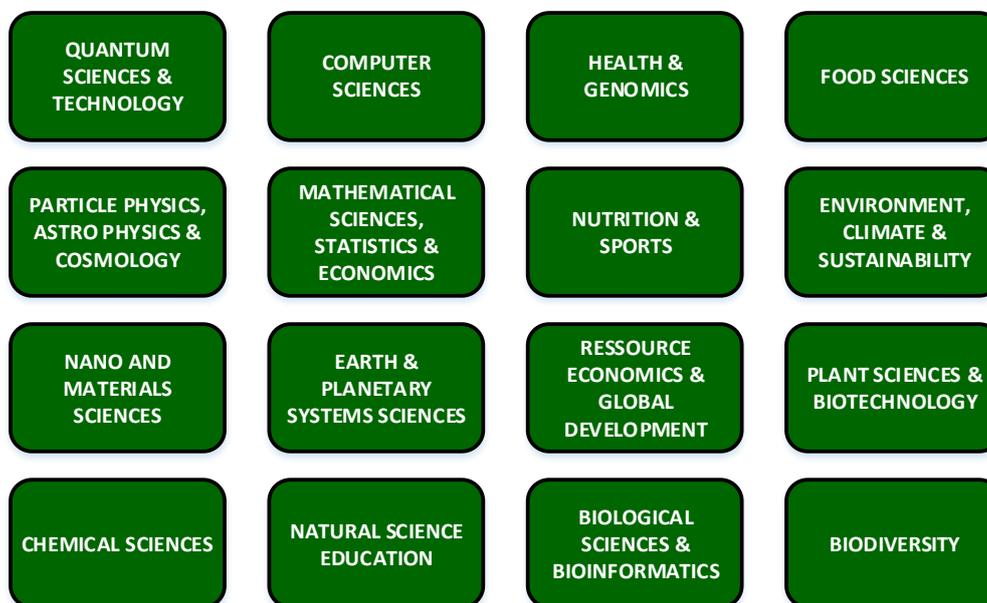


## TALENT Doctoral Programme – Guide for Applicants

The Faculty of Science (SCIENCE) at the University of Copenhagen invites highly talented early-stage researchers to apply for an individual PhD fellowship under the TALENT Doctoral Programme. 74 PhD fellowships will be awarded during the course of the programme.

The PhD projects must fall within the 16 areas/panels below and must be bottom-up:



### Timeline for the Application and Evaluation Process

Call	Call Publication	Call Deadline	Selection completed*	Start date*	End date
1	1 Aug 2018	1 Oct 2018	1 Jan 2019	1 Jan 2019/ASAP	3 years after start date

\*The dates in the fourth and fifth columns are indicative.

### Eligibility Criteria

In order to be eligible for the TALENT Doctoral Programme, applicants:

1. **May not** have resided or carried out their main activity (work, studies, etc.) in Denmark for more than 12 months in the 3 years immediately prior to TALENT's call deadline: October 1, 2018. Time spent on obtaining refugee status under the Geneva Convention, compulsory national service and/or short stays such as holidays are not taken into account.
2. **Must** at the TALENT call deadline (October 1, 2018) be in the first four years (full-time equivalent research experience<sup>1</sup>) of their research careers and **must not yet** have been awarded a doctoral degree.
3. **Must** hold **a relevant MSc degree at the time of applying**. However, candidates, who do not hold an MSc degree, are also considered eligible **if their credentials and CV equal those achieved on an MSc**. This could be in the form of five years of full-time undergraduate and postgraduate education **OR** four years of full-time undergraduate education combined with relevant courses, fieldwork, scientific publications or conducted research (**these aspects must be documented by uploading additional documents as part of the CV**).

<sup>1</sup> 'Full-time equivalent research experience' is measured from the date when the researcher obtained the degree entitling him/her to embark on a doctorate, either in the country in which the degree was obtained or in the country in which the researcher is recruited, in this case Denmark, even if a doctorate was never started or envisaged.

The background is that applicants awarded a TALENT doctoral fellowship must be enrolled in the 180 ECTS/three year PhD programme at SCIENCE. To this end, the entry requirements as defined by SCIENCE's PhD School have to be respected.

Please note that already permanently employed researchers at SCIENCE/UCPH **are not eligible**.

### Application Requirements

- **Scientific area:** when applying, applicants must indicate in the cover/motivation letter, under which one (**and only one!**) of the 16 programme areas/panels their application belong. Applicants are also given the opportunity to indicate the department they see most fit to host their project and the names of three suitable main and co-supervisors.<sup>2</sup> It is, however, within the scope to include collaborations across departments at SCIENCE, e.g. in order to address interdisciplinary aspects.
- **Acronym:** applicants must choose an acronym for their application (ex.: CleanWater).
- **Language:** the application must be in **English**.
- **Gender neutral language/anonymisation:** all project descriptions must be anonymised in order to reduce the risk of biases and predispositions influencing the international peer review of the projects. Applicants should refer to e.g. 'the applicant' or 'I' instead of 'he/she' and not include personal and geographical information. In general, gender neutral language is encouraged, e.g. writing 'parental leave' instead of 'maternity/paternity leave' in the CV (if applicable).
- **English skills:** applicants with English as their second language must pass a language proficiency test such as IELTS, TOEFL, Cambridge Advanced English or Cambridge English: Proficiency (CPE)<sup>3</sup> before admission and **should therefore upload a copy of their test score sheet at the time of applying**.
- **Mandatory enclosures**
  1. Cover/motivation letter: **MANDATORY TEMPLATE PROVIDED. [UPLOAD under Cover letter]**
  2. Project description incl. ethics assessment form: **MANDATORY TEMPLATE PROVIDED. [UPLOAD under Other relevant material]**
  3. Prioritized CV incl. publications<sup>4</sup>: **MANDATORY TEMPLATE PROVIDED. [MERGE with 4. Declaration of mobility and UPLOAD under CV, the CV being the first document, the declaration of mobility the second one]**
  4. Declaration of mobility: **MANDATORY TEMPLATE PROVIDED. [MERGE with 3. Prioritized CV incl. publications and UPLOAD under CV, the CV being the first document, the declaration of mobility the second one]**
  5. Documentation of academic degrees obtained: diplomas must be in English or an officially approved translation must be included. **[UPLOAD under Diploma and transcripts of records]**
  6. Copy of English test score sheet at the time of applying (for applicants with English as their second language, cf. requirement regarding English level). **[UPLOAD under Documentation of language skills]**
  7. Two recommendation letters (max. 1 page of 2,500 characters each): one should be the master thesis supervisor (if applicable), or other senior scientist that you have worked closely with. **[UPLOAD under References]**

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<sup>2</sup> The proposed main supervisor must be employed at SCIENCE/UCPH and be, as a minimum, an Associate Professor. During the evaluation process, the Head of Department must approve the choice of main supervisor. Further on, the Head of the PhD School will make the final decision.

<sup>3</sup> The Faculty of Science accepts the following tests and scores: IELTS – Academic (IDP Education, British Council and Cambridge English Language Assessment) with a minimum score of 6.5. TOEFL Tests: ITP TOEFL-test with a minimum score of 560 points; Internet-based TOEFL-test with a minimum score of 83 points. Cambridge English: Proficiency (CPE) or Advanced (CAE) passed at level C1 or C2. For more information go to:

[www.cambridgeenglish.org/exams/proficiency/](http://www.cambridgeenglish.org/exams/proficiency/)

<sup>4</sup> In case of career breaks, the TALENT secretariat encourages applicants, for whom it would be relevant, to submit evidence-based/documented CVs. The same goes for applicants with four years of full-time undergraduate education in regard to relevant courses, fieldwork, scientific publications or conducted research.

**Mandatory templates for items 1-4** are available for download on UCPH's dedicated [TALENT website](#).

- **Submission:** applications **must** be submitted via University of Copenhagen's [Job Portal](#) before the call deadline. All submitted documents must be in **PDF format**. It is the responsibility of the applicant to ensure that the submitted PDF documents are readable and adhere to the various requirements. The documents may include colour. Applications sent via email or the like **will not** be considered. **An applicant may only submit one application for the call.**

Please see the **evaluation guide**, which describes the procedures for the eligibility and admissibility check and criteria for the review process and the final selection of candidates.

#### **Important in relation to potential Employment:**

- Successful applicants will be asked to provide SCIENCE with documentation towards complying with the mobility rule (cf. point 1. under Eligibility Criteria above).
- The employment offer and contract are contingent on the fellow being enrolled in the 180 ECTS/three year PhD Programme at SCIENCE and on obtaining any permits (e.g. pertaining to residence and work), which are mandatory by law, covering the employment period. International Staff Mobility (ISM) will assist the fellow in the process of obtaining the permits. ISM will also help in finding housing, dealing with tax issues, finding childcare as well as a range of other practical challenges related to moving to Denmark.
- Accepted applicants must be dedicated **full time** to the research training activities unless duly justified for personal or family reasons. The research training activities cannot be combined with e.g. other employment.
- Employment contracts will be based on the collective agreement with the Confederation of Professional Associations (AC) in accordance with the Danish labour laws. Foreign employees are treated equally with Danish employees and are covered by the same rules and regulations. These include social security benefits such as public health care, sickness benefit, occupational injury allowance, pregnancy benefit, parental benefit and pension.
- The employment contract will contain information about salary and pension structure, holiday rights and working hours. The salary will be based on the terms of the applying collective agreement including basic salary, plus (possible) supplement based on the employee's seniority and qualifications, plus pension contribution. The recruited researchers will receive a highly competitive salary for PhD students. TALENT fellows will at least receive €53,472 (gross salary) per year (average for each year during the 3-year period) (on average EUR 4,456 pr. month) as stated in the Grant Agreement with the Research Executive Agency. **The gross salary includes pension, social security and vacation contributions and is susceptible to taxes (app. 37%).** In other words, the starting yearly salary is currently at a minimum EUR 43,094 (DKK 321,054) including annual supplement (+ pension up to EUR 7,003 (DKK 52,175)) (social security and vacation contributions omitted). **The mentioned salary is still susceptible to taxes.** The Horizon 2020, Marie Skłodowska-Curie COFUND rules stipulate a minimum monthly salary of EUR 2,597 (EUR 31,164 pr. year), of which H2020/MSCA/COFUND covers EUR 1,855 (EUR 22,260 pr. year). (These amounts constitute the gross salary which means that taxes must be paid on it.) To sum up, SCIENCE complies fully with the H2020/MSCA/COFUND rules by offering the above-mentioned salary.
- General employment conditions include a work week of 37 hours (7.4 hrs a day) and a minimum of 25 days of vacation annually. The working hours are flexible to ensure work/life balance.
- Successful applicants must move to Denmark by the time of employment and live here during the fellowship.
- The University of Copenhagen has been awarded 'HR Excellence in Research' and thereby recognized by the European Commission for its commitment to fostering good working conditions and career development for researchers by complying with the European Charter for Researchers and the Code of Conduct for the recruitment of researchers (ECRCC). Read more [here](#).
- The inclusion of a specific Career Development Plan for the fellows to be reviewed and adjusted throughout the project goes beyond what is required at the institutional level and reflects the institutional commitment to ensuring the fellows receive the tailor made training needed. This plan will facilitate a strong focus on early independence of the TALENT fellows and exposure to teaching and supervision experience which fits in well with the Danish PhD culture.